



In 2025, we met a rapidly shifting landscape with clarity, purpose, and resolve. We strengthened the TCDIP community and our shared responsibility to advance inclusion. Inclusion is not abstract; it is sustained action and the foundation of a thriving legal community, fueling innovation and excellence. As stewards of justice, we remain steadfast in our commitment to advancing opportunity for attorneys of color and all who seek to build a more inclusive profession.



As we mark two decades of collaboration, we continue working toward a legal community without barriers—one where every attorney can succeed and thrive—and advancing the work necessary to realize that promise.



Chris Pham
TCDIP Board Co-Chair
Fredrickson & Byron, PA



Maggie Dalton
TCDIP Board Co-Chair
Cargill, Inc.

Over the past year, we have been tested in new ways. The challenges before us remain real. As we mark 20 years of collective effort, we are reminded that meaningful progress comes from sustained commitment and courage. Seeing former TCDIP IL Clerks thriving across our Member Organizations and Emerging Leaders stepping into greater influence, reflects the impact of this shared investment.

To expand our progress, this work requires perseverance and partnership from all of us. TCDIP's programming is open to all. Together, we will continue building a legal community where opportunity is real, barriers are dismantled, and every attorney has the support to succeed.

I am honored and grateful to serve alongside you in this work.



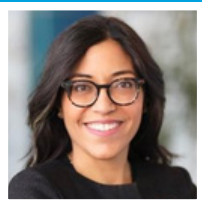
Summra M. Shariff
Executive Director
and President

20th Anniversary

New Mission & Vision, Stronger Commitment

In 2025, we refined our mission and vision to reflect this pivotal moment for our field, while reaffirming our commitment to building an inclusive legal community. We continued to champion early-career attorneys pursuing careers in Minnesota and to create meaningful pathways for law students through mentorship, coaching, and community. Throughout the year, our programs—which are open to all—underscored the importance of expanding opportunity and removing barriers. This programming continues to equip Member Organizations with practical strategies to lead with clarity and confidence.

"Progress is never the result of one moment or one voice—it's the product of a community choosing, again and again, to lead with integrity and imagination. What inspires me most is not just our resilience, but our shared insistence that every attorney deserves the opportunity to thrive."

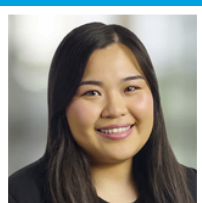


Lola Velazquez-Aguiliu
Medtronic

Our Mission & Vision

Twin Cities Diversity in Practice (TCDIP) builds opportunity and community for attorneys of color and all who seek to advance an inclusive profession. We envision a legal community free of barriers, where all attorneys have abundant opportunities to succeed and thrive.

"TCDIP has been a community where I've felt supported since the beginning of my career. Through programs like the Emerging Leaders Group Practice Group Roundtable, I'm reminded that I'm not building my career alone. TCDIP provides a path for attorneys like me to lead."



Heather Chang
Stoel Rives



COMMUNITY IMPACT COMMITTEE

In 2020, we launched the Wanton Injustice Legal Detail (WILD) to unite our legal community with organizations advancing racial justice following George Floyd's murder. From the outset, we recognized that building a legal profession where attorneys from all backgrounds can thrive requires a Twin Cities where all communities can thrive.

In 2025, we integrated WILD's work into TCDIP through the Community Impact Committee. This integration strengthens alignment between our community-focused initiatives and the efforts of attorneys supporting local organizations. Today, we continue leveraging the collective power of our Member Organizations to drive equitable outcomes in economic justice, education equity, voting rights, and community safety, healing, and justice. Because this work depends on collaborative action, TCDIP Members are invited to participate in the Community Impact Committee and contribute to advancing this shared commitment.

RENOWNED THOUGHT LEADERSHIP IN ACTION

No matter the challenges ahead, TCDIP stands firmly alongside our Members and the attorneys and legal professionals we serve. We remain committed to equipping law firms and corporate legal departments with practical tools and strategies to cultivate inclusive workplaces where every attorney can thrive.

Through research, thought leadership, and programs featuring national experts such as Mary-Frances Winters and Kenji Yoshino, we deliver timely insights to advance this mission. Guided by the expertise of our board and committees, we continue this work with purpose and resolve. With your partnership, we will overcome headwinds and build a legal community rooted in inclusion, opportunity, and shared responsibility.

"The Community Impact Committee has been a trusted partner in advancing T.O.N.E. U.P.'s work. TCDIP attorneys bring not only legal expertise, but a genuine commitment to strengthening our community—helping us move initiatives forward in ways that are thoughtful, strategic, and grounded in equity."



Antonio Williams
Community Impact
Committee Partner
T.O.N.E.. U.P.

"Serving on the Community Impact Committee has deepened my understanding of how our profession can show up for everyone. By working alongside fellow Member attorneys and local partners, we are translating our shared commitment to equity into meaningful, community-centered action that advances equity and strengthens our field."



Lucas Kaster
Community Impact
Committee Member
Schlesinger Kaster



**Mary
Frances-Winters**



**Kenji
Yoshino**

2025 Member Organizations

Bold indicates new Member Organization

Allianz | Ameriprise | Arthur, Chapman, Kettering, Smetak & Pikala P.A. | Bassford Remele | Best & Flanagan LLP | Best Buy | Bowman and Brooke LLP | Cargill, Inc. | Carlson Caspers | CHS | **CH Robinson** | Ciresi Conlin | Dorsey & Whitney LLP | Dykema Gosset | Faegre Drinker Biddle & Reath LLP | Fish & Richardson, P.C. | **Forsgren Fisher** | Fox Rothschild | Frederikson & Byron, P.A. | Greenberg Traurig, LLP | Greene Espel PLLP | Gustafson Gluek PLLC | HSML Intellectual Property Law | HAWS-KM, P.A. | Henson Efron | **Inspire Sleep** | Intact Insurance Specialty Solutions | **Jamf Softward LLC** | Jones Day | Kennedy & Graven Chartered | Land o' Lakes, Inc. | Larkin Hoffman Daly & Lindgren Ltd. | Larson King LLP | Lathrop GPM | Lewis Brisbois Bisgaard & Smith | Life Time | Littler Mendelson

Lockridge Grindal Nauen PLLP | M.A. Mortenson Company | Maslon LLP | Meagher & Greer, PLLP | Medronic, Inc. | Merchant & Gould, P.C., | Moss & Barnett | Mueting Raasch Group | Nelson Mullins Riley & Scarborough LLP | Nichols Kaster, PLLP | Nilan Johnson Lewis | Norton Rose Fulbright | Ogletree Deakins | Pentair | Prime Therapeutics | Robins Kaplan LLP | Sapentia Law Group | Saul Ewing | **Securian Financial** | Schwegman, Lundberg + Woessner, P.A. | Stinson LLP | Stoel Rives LLP | Taft Stettius & Hollister LLP | Target Corporation | Thrivent | **Thompson Hine** | UnitedHealth Group | US Bank | Winthrop & Weinstine, P.A. | Xcel Energy | Zelle | Zimmerman Reed

See the Board, Committee Members, Member Representatives, and others who make our work possible in the online portion of this report!



TCDIP 1L Clerkship Numbers

- 39 TCDIP 1L Clerks
- 29 Law Firms
- 20 Corporate Partners
- 9 Participating Law Schools

TCDIP Events and Programs

- 17 TCDIP Events and 5 WILD Events
- 1,003 Event Registrations
- 73 Members with 3,616 Attorneys
- 74 TCDIP Connect Participants

2025 Events

- Public Speaking & Moderating with Tane Danger
- Minnesota Racial Equity Challenge - 6 Month Course
- Partners of Color Dinner
- Ending Slavery in Minnesota
- Be a Diversity Champion: Navigating Rapid Change
- Legal Community Iftar
- 1L Best Practices for Law Firms & Legal Departments
- TCDIP Annual Meeting: Celebrating 20 Years
- Women of Color in the Law Forum
- Racial Justice at Work with Mary-Fances Winters
- TCDIP 1L Clerkship Orientation

- Listening Sessions for Grief & Crisis Moments
- TCDIP 1L Clerkship & Emerging Leaders Brunch
- TCDIP Ambassadors Meeting with Kevin Lindsey
- Board Mentorship Coffees for 1L Clerks & Emerging Leaders
- TCDIP Summer Alliance at Twins Game
- TCDIP 1L Clerkship End of Summer Breakfast
- Emerging Leaders Group: Tee Up with TCDIP
- Law School Affinity Leaders Meeting
- Technology School Supply Drive for JK Movement
- Meetings with Law School Deans in Minnesota

- TCDIP Leadership Council with Prof. Kenji Yoshino & Jim Chosy, U.S. Bank
- TCDIP Ambassadors Meeting: Advancing Inclusion in a New Legal Landscape with Prof. Kenji Yoshino
- ELG Practice Group: Managing Rapid Regulatory Change
- Reception with Howard University School of Law Dean Roger Fairfax
- Women of Color in the Law Socials
- TCDIP Connect Kickoff
- Racial Impact Sensitivity Education for Attorneys
- Building Engagement for Everyone to Lead on Inclusion